

Equal Opportunity and Diversity Inclusion Advisory Committee

April 14, 2006

Meeting Minutes Approved (05/12/06)

Call to Order

Ms. Gina Nelson, Chair

Meeting called to order 9:03 a.m.

Roll Call

Present: Margaret Beall, Janice Berry, Audrey Craig, Gregory Frens, Brenda Edwards, Clyde Edwards, Sharon Jones, Laura Martinez, Jeff Meaton, Hirut Mersha-Scarlett, Donna Mullins, Georgina Nelson, Crystal Perry, Mian Rashid, Theresa Root.

Excused Absence (year-to-date): Shantelle Hawkins (1st), Geraldine Pasheek (2nd), Cindy Shackleton (1st), Sherita Walker (1st).

Chair Report.

Busy Day, SeDA will make final presentation Part 3. Healing the ISM's and Team Building.

Neo-Nazis coming to Lansing on April 22nd. Alternative positive events are being planned.

Housekeeping

SeDA presentation today. Lunch will be brought in and we will have working lunch during SeDA's presentation.

Approval of the Agenda:

Motion by Theresa, Second by Crystal. Passed Unanimously.

Approval of the Minutes for March 2006.

Motion by Brenda, Second by Jan. Passed Unanimously

Staff Reports

Staff reports were not presented as normal as the morning was devoted continuation of leadership training. James facilitated further discussions on finishing the Strategic Planning in the afternoon (see below).

Janene McIntyre

Dr. Mary Hall-Thaim.

James Newsom.

Old Business

None.

New Business

SeDA Training. Continuation from last month. Today is Part 3.

Opening Exercise

Healing the ISM's & Team Building Within

Dealing with Sabotage

Getting & Maintaining Worthy Allies & Support

Growing Best Practices

Open Dialogue

Healing the ISM's:

Cycle of Condition.

The cycle needs to be addressed and evaluated. There is a large amount of gross MIS-information continually feeding into our vision of self and culture. This gross mis-information is then encoded as a rule into ourselves. After we see someone display this trait or stereotype it confirms our negative original belief and the cycle repeats itself.

Cycle of Re-Evaluation.

Clarification of vision and mission along with ourselves and culture needs to be done. We must remain curious and gain SOLID information (not gross mis-information). We must seek out experiences and authentic relationships. Assumptions, reactions, and stereotypes must be examined. We can then begin to transform original beliefs and feelings.

Dealing with Sabotage:

A handout of 22 items was handed out. Each committee member picked their top 3 or 4 items that they expect the committee to address. The committee then broke into 4 groups to compile the top items of concern.

Tier 1 top items and number of votes:

- Item 06. 7 votes. Absence of demonstrable executive and managerial support
- Item 01. 6 votes. Unclear connection between Diversity-Inclusion and the Company Business
- Item 16. 5 votes. Inadequate measurement and evaluation
- Item 21. 4 votes. Not gathering and using appropriate data to determine direction

Tier 2 top items and number of votes.

- Item 03. 3 votes. Lack of team building and clear guidelines for issue resolution
- Item 08. 3 votes. Lack of clear communication objectives and channels
- Item 10. 2 votes. Dominance by advocacy group or individual member agenda
- Item 13. 2 votes. Fear of resistance from other in the workplace
- Item 14. 2 votes. Fear of management reprisal

There were no votes for two items.

- Item 05. Lack of understanding about Affinity Groups
- Item 17. Little emphasis on applying knowledge (window dressing)

Many members expressed that they felt lost or fragmented.

The committee would like to see executive team (not just the chair) meet with the Director four times a year. Quarterly and have the Director come to the committee twice a year.

Allies:

Friends:

Associates
Partners
Collaborators
Guardians
Backers

Pal
Buddy
Soul Mate

Best Practices.

Always grow encourage and respect best practices, try to always include them in discussions and decisions being made.

Jan suggested placing at the end of minutes follow up items and who will be doing them.

Follow-up items to be added to end of minutes:

Motion by Laura, Second by Margaret. Passed Unanimously.

Other idea's discussed:

Place for suggestions (web board)
Bridge with Leadership
Choose the items to work on WISELY
Set expectations up-front
Measure and communicate
Know what we can and cannot do

1:55 p.m. James facilitated the finishing of the Strategic Planning.

Strategic Planning.

AMBASSORS for the committee

Current: None.

Desired: Share information about the committee
 Conferences
 SW directors meetings
 Region meetings
 Inter-Department
 Local offices/units

Goal Setting:

Desired outcome: Measurable goals to indicate committee achievements.

1st Goal: Develop procedures on how members receive information outside of this body. Due date: End of June 2006. (from March minutes)

2nd Goal. Communication Plan completed. Due Date: May 2006 meeting (from March minutes).

3rd Goal. Information placed on Web. Due Date: Starting NOW and ongoing (from March minutes).

4th Goal. Award System. Due Date: August 2006 (from March minutes).

Additional Goal added this month.

5th Goal. Develop a committee Strategic Plan by May 2006.

Pending calendar:

April	Web info training
May	Communication Plan
June	Procedures how Training Procedure for providing input Talking points
July	Committee (??)
August	Award System Power point presentation Prepare for September training
September	Training
December	Presentations completed

PLEASE READ NEW CHARTER IN FULL BEFORE NEXT MEETING!

Good of the Order.

Have a safe trip!

Motion to Adjourn: Made by Sharron, seconded by Clyde. Passed Unanimously.

Next committee meeting is set for May 12, 2006. 10 a.m. sharp. Be prepared to hit the ground running it will be a full day again. New format will be tried, after coming together to start meeting there will then be break out of sub-committees to get work completed.

FOLLOW-UP ITEMS:

New members get their bios to Gina before next meeting.\

Greg. Get power-point presentation from G. Paul. Need new one in place by August.

Margaret. 30 Second commercial / talking points. By June

Clyde. Tri-folds by July

Action Item for May: Review the Current Power Point